Expedited Bill No. 14-06
Concerning: Personnel - Salary
Schedules – Medical Doctors
Revised: April 10, 2006 Draft No. 1
Introduced: April 18, 2006
Enacted: <u>June 27, 2006</u>
Executive: July 6, 2006
Effective: July 6, 2006
Sunset Date: None
Ch. 18 , Laws of Mont. Co. 2006

## COUNTY COUNCIL FOR MONTGOMERY COUNTY, MARYLAND

By: Council President at the Request of the County Executive

## AN EXPEDITED ACT to:

- (1) modify the uniform salary plan for County employees to include a salary schedule for medical doctors;
- establish factors on which the Chief Administrative Officer must base any recommended amendment to this salary schedule;
- (3) exclude medical doctors from a requirement that all occupational classes be paid certain comparable salaries; and
- (4) generally amend the law governing salary schedules for County employees.

## By amending

Montgomery County Code Chapter 33, Personnel and Human Resources Section 33-11

Boldface Underlining	Heading or defined term. Added to existing law by original bill.		
[Single boldface brackets]  Double underlining	Deleted from existing law by original bill.  Added by amendment.		
[[Double boldface brackets]]	Deleted from existing law or the bill by amendment. Existing law unaffected by bill.		

The County Council for Montgomery County, Maryland approves the following Act:

1	Sec.	1. 560	uon 3.	5-11 is amenueu as ionows:
2	33-11. Cla	ssifica	tion; s	alary and wage plans.
3		•		* * *
4	(b)	Unif	orm sa	lary plan.
5		(1)	The	uniform salary plan consists of:
6			(A)	salary schedules for employees represented by certified
7				employee organizations;
8			(B)	a minimum wage/seasonal salary schedule;
9			(C)	a salary schedule for sworn police managers;
10			(D)	a salary schedule for uniformed fire/rescue managers;
11			(E)	a salary schedule for sworn deputy sheriff managers;
12			(F)	a salary schedule for uniformed correctional managers;
13			(G)	a salary schedule for medical doctors;
14			<u>(H)</u>	a salary schedule for employees in positions included in
15				the Management Leadership Service; and
16			[(H)]	(I) a general salary schedule for all other employees.
17		(2)	The	Chief Administrative Officer may recommend to the County
18			Cour	ncil amendments to the uniform salary plan.
19		(3)	The	Council must approve the uniform salary plan and any
20			amer	ndments by resolution.
21		(4)	In ap	proving the salary plan or amendments, the Council may
22			cons	ider such factors as:
23			(A)	experience;
24			(B)	prevailing salary rates for comparable services in both the
25				public and private sectors;
26			(C)	County collective bargaining agreements;

27			(D)	living costs; and
28			(E)	other employee benefits.
29		(5)	A sal	ary schedule must include grades and a salary rate or salary
30			range	e for each grade.
31		(6)	The C	Chief Administrative Officer must assign each occupational
32			class	to an appropriate grade under an approved salary schedule.
33				* * *
34		(12)	The C	Chief Administrative Officer must base any recommendation
35			to an	nend the medical doctors' salary schedule on:
36 .	+ +,		<u>(A)</u>	salaries of medical doctors employed in the public and
37				private sectors in Montgomery County;
38			<u>(B)</u>	salaries of medical doctors employed in the public and
39		,		private sectors in neighboring jurisdictions;
40			<u>(C)</u>	other pay and benefits available to medical doctors;
41		•	<u>(D)</u>	availability of funds; and
42			<u>(E)</u>	any other relevant factors.
43		[(12)]	(13)	The Chief Administrative Officer must ensure that all
44			occup	pational classes that require comparable experience and have
45			comp	arable duties, responsibilities, and authority are paid
46			comp	arable salaries that reflect the relative value of the services
47			perfo	rmed, except occupational classes on the salary schedules
48			for:	
<b>1</b> 9			(A)	sworn police managers;
50			(B)	uniformed fire/rescue managers;
51			(C)	sworn deputy sheriff managers;

52	(D)	uniformed correctional managers;
53	<b>(E)</b>	deputy sheriffs in the Office, Professional, and Technical
54		bargaining unit;
55	(F)	the police bargaining unit;
56	(G)	the fire/rescue bargaining unit;
57	(H)	medical doctors;
58	<u>(I)</u>	Management Leadership Service; and
59	[(I)] <u>(J</u>	) minimum wage/seasonal employees.
60	[(13)] <u>(14)</u> Th	ne Chief Administrative Officer may recommend
61	compe	nsation policies for overtime, pay differentials, and other
52	salary :	and wage benefits to the County Council. The County
63	Counci	il must approve any such policy or benefit.
54	[(14)] <u>(15)</u> Aı	ny plan, policy, or schedule approved by the County
55	Counci	il under this subsection is subject to the provisions of this
66	Chapte	er regarding employees who are represented by a certified
67		* * *
58	Sec. 2. Expedited 1	Effective Date.
59	The Council declare	es that this legislation is necessary for the immediate
70	protection of the public int	erest. This Act takes effect on the date on which it
71	becomes law.	·

,12 :	Approved:	
73	Gwelleventhal	6/27/06
	George L. Leventhal, President, County Council	/ Date/
74	Approved:	
75	P8~2	7/6/06
	Douglas M. Duncan, County Executive	Date
76	This is a correct copy of Council action.	
77	Linda M. Lauer Clerk of the Council	7/10/06